DOCUMENT RESUME

ED 265 240 UD 024 639

AUTHOR Collantes, Lourdes Y., Ed.
TITLE Asian/Pacific American Librarians: A Cross Cultural Perspective. Papers of the Program of the Asian/Pacific American Librarians Association (Dallas, Texas, June 25, 1984).
INSTITUTION State Univ. of New York, Old Westbury. Coll. at Old Westbury.
PUB DATE 85
NOTE 41p.
AVAILABLE FROM Asian/Pacific American Librarians Association, c/o Lourdes Collantes, State University of New York College at Old Westbury, Box 229, Library, Old Westbury, NY 11568 ($6.00).
PUB TYPE Collected Works - Conference Proceedings (021) -- Viewpoints (120) -- Reports - General (140)

EDRS PRICE MF01 Plus Postage. PC Not Available from EDRS.
DESCRIPTORS *Asian Americans; Ethnic Stereotypes; *Librarians; Library Administration; *Pacific Americans; *Professional Development; Professional Recognition

ABSTRACT

Six symposium papers are included in this document. The first paper, by Henry Chang, is a brief profile of Asian/Pacific American (APA) librarians, emphasizing the need for more data on this group and the need for the group to become more assertive of their rights to equal opportunity in the field. The second paper, by Jane Katayama, addresses some of the problems confronted by APA librarians including being stereotyped into certain specialized positions and having poor communication skills as well as having a lack of assertiveness, a lack of political acumen, and insufficient representation in directorial or specialist positions. The third paper, by Asha Capoor, considers the factors which are important for achievement in the profession. The fourth paper, by Minja Lee, is an assessment of APA librarians' current status and professional achievements. The next paper, by Kanhya Kaul, is a commentary on the preceding ones and a summation of the groups' status to date. The final paper, by Bernard Kreissman, is an American, administrative perspective on the status of APA librarians, with some suggestions for dealing with the problems brought out in the other papers. (CG)

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MONDAY, June 25, 1984

ASIAN / PACIFIC AMERICAN LIBRARIANS: A CROSS-CULTURAL PERSPECTIVE

2:00 - 4:00 P.M.
Dallas Convention Center, Room E 302

Presiding: LOURDES Y. COLLANTES, APALA President

Asian/ Pacific American Librarians: A Profile
Dr. HENRY C. CHANG, Director, Bureau of Libraries, Museums and Archaeological Services, Virgin Is.

The Asian/ Pacific American Librarians: Achievements, Problems, Prospects

A. Asian Perspectives
Ms. JANE H. KATAYAMA, Library Manager, Massachusetts Institute of Technology Lincoln Laboratory

Discussant: Ms. ASHA CAPOOR, Director, Technical Services, Baker and Taylor

Ms. MINJA P. LEE, Chief, Technical Services, Baruch College Library, City University of New York

Discussant: Mr. KANHYA L. KAUL, Head, Purdy Library, Wayne State University

B. American Perspective
Dr. BERNARD KREISSMAN, University Librarian, University of California, Davis

Summary of Proceedings
Dr. M. JAMIL QURESHI, Vice-President for Student Services, Pikes Peak Community College

A P A L A MEMBERSHIP MEETING

4:00 - 5:30 P. M.

DCC Room E302

ASIAN/PACIFIC AMERICAN LIBRARIANS: A CROSS CULTURAL PERSPECTIVE

Papers of the 1984 Program of
the Asian/Pacific American
Librarians Association
June 25, 1984
Dallas, Texas

Edited by

LOURDES Y. COLLANTES

Asian / Pacific American Librarians Association

– Affiliated with the American Library Association –

New York, New York
1985

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CONTENTS

		v
I.	Introduction	1
II.	Henry C. Chang: Asian/Pacific American Librarians: A Profile	3
III.	Jane H. Katayama: Problems and Prospects of Asian/ Pacific American Librarians	6
IV.	Asha Capoor: Asian/Pacific American Librarians Key to Achievement	11
V.	Minja P. Lee: An Assessment of Asian/Pacific American Librarians' Status and Achievements	13
VI.	Kanhya L. Kaul: An Assessment of APA Librarians' Status and Achievements: Comments	23
VII.	Bernard Kreissman: Asian/Pacific American Librarians: an American Perspective	26

PROGRAM

ASIAN/PACIFIC AMERICAN LIBRARIANS: A CROSS-CULTURALPERSPECTIVE

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President, California Library Association

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INTRODUCTION

According to the 1980 U.S. Census, the number of persons categorized as "Asian and Pacific Islander" increased by 128 percent, rising from 1.5 million in 1970 to over 3.5 million in 1980. The rate of growth of the Asian Pacific American (APA) population was more than ten times that of the U.S. population as a whole.

Perhaps partially due to this phenomenal growth in population, APAs are now being perceived as a minority group that will play an increasingly significant role in American society. Consonant with this perception, the focus of the Asian/Pacific American Librarians Association program this year is on our identity. In general, APAs are the subjects of numerous articles and monographs in the fields of the social sciences and the mass media. However, this symposium today will mark the first time that we will be looking intently at the Asian Pacific American librarians and assessing their problems and accomplishments.

APA have stamped American society and will continue to add to its cultural diversity. Like other ethnic groups, APA have endured a sometimes painful acculturation, discrimination,misunderstanding, stereotyping and neglect. APA themselves point to the problem that currently impair their achievement of equity in American society.

In these Proceedings, we present the papers that were delivered at the symposium on "Asian / Pacific American Librarians: A Cross-Cultural Perspective." Minja P. Lee was unable to attend the program and her paper was read by Connie B. Rebadavia.

The speakers explored the uniqueness of the presence of Asian Pacific American librarians in American libraries. Chang tried to identify the APA librarians by describing who and where they are. Katayama delineated the critical issues and problems facing APA librarians and offered suggestions for their professional enhancement and growth. In response, Capoor stressed the importance of personality factors in achieving success in the job.

Have we, as an ethnic group, made an impact on American librarianship? Sampling the entries listed in Who's Who in Library and Information Services, Lee examined selected characteristics of success among the APA librarians. A composite profile of APA librarians emerged giving us some data about their age, education, positions and accomplishments. Kaul added that the indicators analyzed by Lee suggest that the APA librarians are giving a good account of themselves. He also emphasized the need for a broader survey of Asian Pacific American librarians to get more data about our problems, needs and achievements.

Kreissman, giving a personal perspective of a library manager, concentrated on stereotypes. He pointed out the potential threats of stereotyping Asian / Pacific American librarians to a limited range of library activities such as language specialty, specific subject competence, technical services as opposed to public services responsibilities.

The presentations were summarized by Qureshi. An open forum ended the session.

It is hoped that this series of papers will contribute to a better understanding of Asian / Pacific American librarians.

LOURDES Y. COLLANTES
SUNY College at Old Westbury
March 1985

ASIAN/PACIFIC AMERICAN LIBRARIANS: A PROFILE

By

HENRY C. CHANG

This paper is intended to draw a profile of the Asian/Pacific American librarian from a cross-cultural perspective. The profile of the Asian / Pacific American (APA) librarian is difficult to assemble because there is so little hard data available on the subject. Although there is an abundance of information on APAs in general resulting from the numerous studies made on the cultures involved, there have been no major studies of members of this minority group who are in the library profession. No comprehensive study of the subject has been identified in a review of the library literature. This is as yet an unexplored area of study. Hopefully, this paper will inspire further research in this field.

In view of this fact, the following discussion is based on information available from the Chinese American Library Association, the Asian American Librarian Caucus and two small scale studies done by the American Library Association Office of Personnel Resources and the National Commission on Libraries and Information Sciences (NCLIS) Task Force on Library and Information Services to Cultural Minorities respectively.

Asian / Pacific American is a nebulous term since some second and third generation APAs do not seem to associate themselves with the origins of their forebears, but consider themselves mainstream Americans. This picture is further clouded by the intermarriages between Americans and Asians which have produced offsprings who are half Asian but who identify themselves almost wholly with the predominant American culture. The same can be said for those Asians adopted by American families and are raised from childhood in the United States.

Therefore, it is very difficult to define Asian/Pacific American librarians. Ultimately, we must rely on the individual's perception of himself. For example, the Asian / Pacific American Librarians Association (APALA) has this provision in its constitution: "Asian / Pacific Americans are defined as those who consider themselves Asian / Pacific Americans." Further, "they may be Americans of Asian / Pacific descent, or Asian / Pacific people with the status of permanent residency, or Asian / Pacific people living in the United States."

There were several attempts to identify Asian / Pacific American librarians. As early as 1975, the Asian American Librarian Caucus identified approximately 1,000 APA librarians working in the United States. In 1977, the Chinese American Library Association distributed a questionnaire to more than five hundred Chinese American librarians. The American Library Association study of 1981 showed that Asian / Pacific American librarians accounted for 886 or about four percent of the total professional

librarians in the country. Comparing this to the fact that Asian / Pacific Americans make up only 1.5 percent of the total U.S. population, according to the 1980 Census, it is evident that APAs are well represented in the profession. However, the study also found that there is a lower percentage of APA librarians (3.6%) at the beginning professional librarian level than the total APA librarian work force. This may indicate a drop off of Asian /Pacific Americans entering the field.

On the other hand, the U.S. Census Bureau projected that the Asian Pacific population will grow rapidly in this country and by the year 2000 will number 9,934,000. This figure represents almost four percent of the projected total American population of 267,990,000. Therefore, young Asian/Pacific Americans need to be recruited to the profession in order to maintain adequate representation of APA librarians in this field.

A general demographic characteristics of Asian / Pacific American librarians will be described based on the available information. Among this group the ratio of men to women is approximately equal. The majority are middle-aged and live on the eastern or western seaboards, generally in large metropolitan areas.A big majority hold a second advanced degree beyond the MLS and a number have attained the doctoral degree. As for employment the majority work in academic rather than school, public, or special libraries. The largest portion of APA librarians work in technical services. Those employed at university or college libraries are concentrated in the Asian collections. In terms of professional advancement, APA librarians are making slow but steady gains in the middle management in spite of the fact that many still hold entry level positions. Very few are in top administrative positions. This is partially due to the fact that APAs are stereotyped and are pursuing very narrow subject fields which do not provide career mobility.

In conclusion, two major points should be emphasized. First, there is a need for more data and study on the profile and characteristics of the Asian / Pacific American librarians. Second, although the minority is adequately represented in the profession numerically, the high percentage in junior level positions and the small number in upper level management is not commensurate with the educational levels attained nor with the maturity of this group. Asian Americans in general tend not to be vocal enough about their needs or their rights. The APA librarians must become more assertive of their rights for equal opportunity for advancement and acknowledgment for their own sakes, and also to insure that the needs and rights of the minority group they represent are heard and heeded. They must help to present these needs to those in power who can affect change. And hopefully at that benchmark, more Asian / Pacific American librarians will be in the decision making positions where they will have the greatest opportunity to insure that these objectives are attained.

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PROBLEMS AND PROSPECTS OF ASIAN/PACIFIC AMERICAN LIBRARIANS:

By

Jane H. Katayama

When Lulu Collantes asked me to address the topic, "Problems and Prospects of Asian / Pacific American Librarians," I realized that it would be beneficial to the audience if I convey not only my views on the subject but share the views of other Asian/Pacific American librarians. Therefore, I called three directors of university libraries and a well-known educator. Although they did not agree on every issue, it became evident that there are common perspectives concerning the problems and prospects of Asian / Pacific American librarians.

I would like to review the problems before discussing the opportunities.

1. All those interviewed agreed that Asian librarians are either stereotyped as specialists such as catalogers or East Asian specialists, or are indeed pursuing very narrow fields which do not provide career mobility or advancement. Thorough knowledge of the over-all library operations and some supervisory experience are requisites in becoming directors of libraries. This problem is confirmed in an article by Suzuki and Yamashita (1977). They noted the preponderance of Asian Americans in technical services and the"... paucity of Asian Americans as assistant directors or directors,"(1977, p. 123).

2. Poor oral and written communication skills were mentioned as major obstacles for Asians who aspire to positions of library directors because they were expected to obtain grants and to procure additional financial resources which can be attained only by marketing the library's value and contributions.

3. Other traits which may be detrimental to success and which may be ascribed to the Asian culture, include modesty and acquiescence, both of which preclude self promotion. The interviewees agreed that the sum of hard work, dedication and expertise will not necessarily lead to recognition or promotion unless management is aware of an individual's accomplishments.

4. In addition to the lack of assertiveness on the part of many Asians, there was a consensus that many Asians were afraid to take risks, including accepting positions of greater responsibility or undertaking major projects which would place them in the spotlight.

5. The lack of political acumen, limited perspicacity of the corporate culture and mores, and unwillingness to get involved in institutional or corporate affairs were highlighted as areas requiring special attention by Asians.

6. There were some differences of opinions regarding racial discrimination and affirmative action. It was interesting to note that the individuals interviewed were proud of their heritage and often did not feel "Asian" or different until someone else reminded them of their ethnic background.

If we examine the problems listed above and delete references to race or cultural differences, many of the problems are not unique to Asians, but can be applied to any race. However, I am not naive enough to think that Asians do not have problems getting recognized as library directors as opposed to specialists.

A recent U.S. News and World Report article (1984) made reference to a study showing that although fifty-two per cent (52%) of the Asians at AT&T Bell Laboratories had doctorates, compared with twenty-nine per cent (29%) of the whites, only two Asians have been promoted to the company's thirty-six (36) director posts. According to the Bell Laboratories' director of affirmative action, " Asians are not viewed as being particularly aggressive. Sometimes their communication skills are not as sharp. "

Now that we know what the problems are, what can we do to overcome them and how can we enhance our careers.

CAREER ENHANCEMENT

1. If we are in a specialized field such as technical processing, we should volunteer to work at the Reference Desk, to assist the library director with special projects, or to take courses in business management.

2. If we are not assertive, a director suggested taking courses in assertiveness training to build self-confidence and self-esteem, but cautioned against becoming obnoxious or confrontational.

3. A positive attitude and excellent human relations skills are critical in all aspects of our careers.

4. A director also emphasized examining our strengths and weaknesses. After recognizing our weaknesses, we must improve ourselves and not allow our cultural background to become a self-induced handicap.

5. The importance of joining a supportive institution that provides room for both individual growth and career opportunities was stressed by a director. Before accepting a job, it behooves the applicant to analyze:

- the culture of the organization
- the attitude of his/her future boss toward women and minorities

- the composition of women and minorities in senior positions.

6. The willingness to take risks, to accept new challenges which often involve tough decisions, to be at the cutting edge of technology, to be a change agent and even to fail, is to learn from the experience, but more important, one must maintain a positive attitude and not to give up.

7. Political and professional involvement at the institutional, community, state and national levels is crucial for minorities to be recognized as a vital force and to be heard by the majority. Although everyone did not agree on building a coalition because some members may become strident, there was a universal feeling that we should accept our heritage and celebrate our differences because we have much to offer. Furthermore, we should combine the strength of two cultures, adjust to the mores of our environments, and respect the differences among our own group.

8. Every interviewee agreed that we must do a better job of marketing ourselves. However, we must have the essential skills , educational background and professional experience. In short, we must have substance. The Affirmative Action program may open doors but competition must be based on our abilities, skills and contributions. Furthermore, we must prepare ourselves for future advancement by taking courses, undertaking projects, building a network of professional contacts by being active in organizations, and improving our political skills.

Several individuals mentioned that because of their conscious desire to become the boss or to achieve certain goals, they motivated themselves and marketed their contributions.

It became apparent to me that they are successful because they have common characteristics. For example, each person interviewed can be described as:

- articulate
- assertive and ambitious
- well-educated
- pleasant with a sense of humor
- supportive
- a risk taker who is not intimidated by responsibilities, by superiors or by any authority figure (one interviewee mentioned and I quote,"Just because a person has a high position does not mean he is smart.")
- active in professional and community affairs
- politically astute, in understanding both his or her colleagues and the power structure within the organization.

Since I have shared the views of other Asians who have "made it," let me share with you some of my own experiences.

I have been with the Massachusetts Institute of Technology Lincoln Laboratory for nineteen years and progressed from circulation / reference librarian to reader's services librarian to assistant library manager to library manager. I have been the library manager for nine years and can still remember my own anxiety when appointed as manager. Although I had the opportunity to manage the library for several years under the tutelage of my mentor who retired, I realized that with my promotion, I would be responsible for five other professional librarians and fifteen support personnel, the majority of whom were older than I. Furthermore, the job included the management of a fairly large technical collection of books, journals, technical reports and archival materials concentrating in advanced electronics, communications, physics, engineering, aerospace and computer science.

During the past nine years, we have implemented several computer systems including OCLC, Faxon's LINX serials management system, DTIC DROLS, Lockheed DIALOG, SDC ORBIT, NEXIS, archives system and documents system. We are presently investigating the automation of several library operations including integrated library systems.

PROSPECTS AND OPPORTUNITIES

What are the prospects and opportunities for Asian librarians?

One word ... unlimited.

If we reflect on the freedom available in the United States, a country that accomodates racial differences and provides countless opportunities, I believe we can reach our goals and fulfill our ambitions. There are more Asian / Pacific Americans "making it" not only as directors or librarians but also in other professional fields. Before closing, I would like to share my own philosophy: Jane Katayama's eight-fold way.

1. Act, never react to situations. Conceive an idea, plan carefully, sell the idea, but prepare for all contingencies.

2. Present new ideas at least three times, at different intervals, and in different ways because no one accepts changes readily.

3. Communicate, communicate, communicate.

   - Keep everyone informed of new projects and provide solutions, never problems !

- Market your library services, your own contributions, and those of your colleagues.

- Establish a network of professional colleagues ... contacts are crucial for continued success.

4. Know your boss and the norms of your organization.

- If your boss wants statistics, give your boss statistics. It is not worth expending energy fighting your boss or the organization.

- If you are a liberal, do not join a conservative organization. A job is akin to a marriage. It helps to join an institution that shares your values or beliefs. Read "Fitting new employees into the company culture," in the May 28, 1984 issue of Fortune magazine.

5. Make the tough decisions. Do not pass the buck, and be loyal to your boss (it is obvious that loyalty should be mutual).

6. Do your best and accept only the best. To paraphrase Armand Hammer, chairman of Occidental Petroleum and former ambassador to Russia, "By working fourteen hours per day, I get lucky." And Oscar Wilde stated, "I have the simplest taste, I want only the best."

7. Have a positive attitude. Be dynamic, enthusiastic and accept challenges because you should enjoy your job. If you do not feel you are "growing" it is time to start "going" . Go out and seek new opportunities and challenges !! Incidentally,the library personnel at Lincoln Laboratory also accept change because they share my philosophy of "grow or go " .

8. To paraphrase an often cited quotation," A slave is one who waits for someone to free him or her. "

So in conclusion, we are masters of our own fate and we can do anything we truly want to accomplish !

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ASIAN/PACIFIC AMERICAN LIBRARIANS: KEY TO ACHIEVEMENT

By
Asha Capoor

The issue of achievements, problems and prospects of Asian/ Pacific American librarians has to be reviewed with a broader outlook. Many of these issues are common among non-Asian Pacific American librarians as well. Therefore, my approach is to look at the universal picture of the library profession with special emphasis on Asian/Pacific American librarians.

What employers look for at the time of an interview is not only the educational qualifications but in priority order it is appearance, personality and experience or education. Most of us are familiar with the reverse priorities. For example, Asians are education conscious. Being first or second generation immigrants they want to be achievers and establish a strong foundation for generations to come. They work hard, but unfortunately lack the skill of how to market themselves.

One of the crucial aspects of achievement is total appearance. How you present yourself, your expression, posture, dress, the colors you wear and your attitude jointly contribute to create an image or set an impression in the employer's mind. Although it is never mentioned openly it is a fact or a reality.

Let us look into the personality factors. Certain traits we are born with or acquired as youngsters from the family or the environment are hard to change. Therefore, a person should look closely into his / her own personality. If all of us are not born leaders, why are we all anxious to become library directors? Every individual has a distinct personality. One should explore the various aspects of the library profession, e.g., managerial, research, computers / automation, sales and marketing (a new area that is flourishing rapidly). The big question is what type of personality do we have?

Are you aggressive, a problem solver, decision maker or an organizer? Are you a leader with strong interpersonal and people skills? If your answer to the above question is yes, then you are a perfect fit for management. You should make every effort possible to find your way into administration. No doubt you will succeed.

What if you do not possess the above qualities? If you are reserved, a loner but problem solver, bright, intelligent and one who minds his or her own business, you are suitable for a position in research or the computer/automation field.

What if you are aggressive, bright, used to a fast pace and people oriented? Then sales and marketing is just perfect for you.

In summary, do not just push your luck; evaluate yourself. The best approach is to set up a chart. Make a laundry list of your personality traits on the left and the type of jobs on the right.

Personality	Managerial	Res/Computers Automation	Sales/ Marketing

Review yourself closely and reach a conclusion about the right match. Now pursue the area where there is a natural fit. A misfit could end in a big mistake.

Lastly, the area of education and background cannot be ignored. What are your professional goals? What educational background do you have? If you are a starter, research areas of interest, attend seminars and talk to people in the field. Most people are happy to share their experiences. If you are a seasoned professional and are considering a career change, e.g. reference / research to sales and marketing, prepare yourself before you pursue that direction.

Work smarter, not harder. Make the right choice, the right decision. Have confidence in yourself. This is the key to success.

AN ASSESSMENT OF ASIAN/PACIFIC AMERICAN LIBRARIANS' STATUS AND ACHIEVEMENT

By

Minja P. Lee

A democratic society like ours survives and thrives on the diversity of its individual members. Therefore, it is vital to allow them to be different, as well as encouraged and maintain diversity in terms of their ideas and culture. We,librarians from Asia, are no different from others in this society of this nation. Our contributions to American librarianship should go far beyond managing Asian libraries and providing expertise in Asian languages.

It is a well-known fact that more than one-third of the world's population are Asians. Nevertheless, only about one percent of the United States population is of Asian extract. Asians are the minority among the minorities in this country. Despite the small number, Asians have made important contributions to this country in many different fields, particularly in the academic community. We have heard of I.M. Pei, the architect; An Wang of the Wang Laboratories; Phillip Hwang of Television Company; many Nobel prize winning scientists and others who have made great success in their respective fields. Admittedly, we have not produced an Asian librarian of this caliber, possibly with the exception of Ranganathan. There are people among our ranks ready to make significant contributions to the American library commu - nity. It is only a matter of time. Meanwhile, it is our respon - sibility to open up opportunities and build foundations for tomorrow.

C. K. Huang described the problems of Asians in an article on Asian American special librarians (1). He stated that :

> "Asians, whose population in the United States - one percent - is small compared to other minorities, suffer a distinct lack of cohesiveness since they represent many nationalities, cultures, and languages. They tend to melt into the background as larger and more recognizable minorities make more obvious gains in training and replacement."

In order to overcome the problems faced by the minority group, Asian librarians should promote cohesiveness, solidarity, our awareness as Asians, try to take advantage of our distinct and diverse cultural backgrounds, and help resolve collectively the difficulties we face as a minority among minorities in this society, especially in the library community. In this regard the importance of APALA can not be over-exaggerated. Conferences such as this conducted by APALA fill this vital need. This assessment of Asian librarians' status and achievements is a step in the right direction toward accomplishing these goals.

Who's Who in Library and Information Services (2) was chosen as the primary source for this study. Not many members of APALA are listed in this reference work. There are other librarians making significant contributions to the library community who are not listed in this work either. There is no easy way to reach these people and gather data. It is presumed that anyone listed in this reference work should be considered as having achieved some recognition and acquired some measure of accomplishments.

According to the editor's introduction, 30,000 individuals were invited to submit their biographical data. The final selection represented 12,000 entries. Therefore, this is an obviously acceptable source for finding individual librarians of Asian background, who have made significant contributions to the American community although this reference work may include a relatively small segment of Asian Pacific librarians as a whole.

One of the difficulties in this study was to define who are Asian/Pacific American librarians. There is the question of geographical area, ethnic backgrounds, languages, countries and ethnological classifications that can be used to define who are Asian librarians. Asia stretches from near the north pole to the Mediterranean sea. In 1974, The Asian American Librarians Caucus was organized. The difficulty of defining who should be considered as Asian Americans vexed the organizers of the Caucus. The founding members of the Caucus finally settled the issue with amazing simplicity, "let the members find out who and what they are." It's constitution defined the Asian Americans simply as anyone who considers her/himself as such (3).

For the purpose of this study, Asian Pacific librarians are defined as anyone who was born on the Asian continent and the Pacific Ocean regions or descended from such ancestry. This is not as precise as it might be desired and somebody may well challenge this approach as too narrow or too broad. Suzuki and Yamashita, in their article, "Asian Americans and Librarianship," limited it to anyone having descended from Chinese, Japanese, Korean, and Filipino ancestry (4). However, this study includes the following countries : China, Japan, Korea, the Philippines, Indonesia, India and Burma. These countries were the result of scanning pages that contained people from above-mentioned geographical area fitting the criteria established or having ancestry from these areas. It can be summarized as the Far East, Southeast Asia, South Asia, and the South Pacific Ocean.

A random sample of one hundred librarians were selected based on the above criteria. It turned out to be that there was no one from Pakistan or Bangladesh in the sample population. The distribution of the sample population by nationality is shown on Table 1.

The analysis showed that 87 percent came from the Far East

Asian countries, namely, China, Japan and Korea. Most of them are first generation immigrants. Eleven were born in the United States and one was born in Canada. In other words, eighty-eight (88) percent were immigrants while twelve percent were born in North America.

As for age groups, thirteen did not indicate their birth dates. Those who listed their birth dates were all thirty-five years or older. Fifty-five (55) percent belonged to the 45 - 54 age group. This age bracket can be considered as the most ripe and mature group in terms of capacity, to make professional contributions, having had a sufficient time to accumulate the experience, training, prestige and recognition that are needed to qualify as a manager or as supervisor.

It may be true that there were fewer Asian Pacific Americans in the library profession before the 1930's and this is reflected in a relatively small number in the breakdown by age group on Table 2. The 45 - 54 age group is the largest in number, probably partly due to the reformed immigration law that allowed more influx of better educated Asian immigrants, and partly due to the sufficient time to grow professionally to be included in Who's Who in Library and Information Services. It takes time to establish oneself in a profession. Lack of younger people in Who's Who is readily understandable from this point of view. The relative scarcity of people who are forty-four or younger may be attributable to the lack of time to grow professionally. However, this can not be proved clearly from the available data in the primary source.

Analysis by sex may illuminate an interesting profile, particularly the performance of Asian women librarians in this country. However, the biographical data in Who's Who did not permit this kind of analysis. This belongs to a future study. In view of large numbers of women in the library community, it is not clear whether comparative measurement of female librarians' performance against their male counterparts will yield meaningful data, if a lopsided portion of Asian librarians are females.

Analysis of educational background (Table 3) indicated that more than half of the subject possessed at least a second master's degree beyond MLS or higher. To be more precise, thirty-three (33) percent had one or more second master's degrees while twenty (20) percent had doctoral degrees. Almost half of the doctoral degrees received were in Library Science. No one received a doctorate in science. It may be safe to speculate that while there are many Asians in the United States who are scientists, very few ventured into library science.

Most subjects worked in academic libraries while the second largest group worked in special libraries (Table 4). As for positions and responsibilities, fifty-six (56) percent possessed typical managerial positions who are responsible for supervising other

Table 1. Distribution by Nationalities

Nationality	Number
Chinese	55
Japanese	13
Korean	19
Indian	4
Filipino	7
Indonesian	1
Burmese	1
T O T A L	100

Table 2. Distribution by Age Group

Year of Birth	Age Bracket	Number
1900 - 1909	75 or over	1
1910 - 1919	65 - 74	5
1920 - 1929	55 - 64	13
1930 - 1939	45 - 54	55
1940 - 1949	35 - 44	13
Unknown		13
T O T A L		100

Table 3. Distribution of Educational Background

Category	Subject Field	Number	Total
Beyond MLS			
	M A	29	
	M S	4	
			33
Doctoral Degree			
	D L S	9	
	Comparative Literature	1	
	Education	4	
	Educational Media	1	
	Political Science	4	
	Sociology	1	
			20

Table 4. Distribution by Principal Areas of Professional Activities

Type of Library	Number
Academic Library	64
School of Library/Information Science	9
Special Library Information Center	21
Public Library	6
T O T A L	100

professional librarians in various capacities. Thirty-three (33) percent belonged to middle-management positions. Reflecting the distribution of the principal areas of professional activities, one-third of librarians with managerial responsibilities were in academic libraries. Most directors have technical services backgrounds and only one with reference background. This is a rather interesting phenomenon.

In view of the fact that most subjects are not native-born citizens, English may be generally their second language. Public services, particularly reference service, requires public contact and proficiency in English, in terms of fluency in conversation and to a lesser degree in writing, is important. It is suspected that fewer Asian librarians are going into reference service by their own choice. Also, those who are in the position to recruit and screen new positions may be reluctant to select someone whose first language is not English for reference positions even if a candidate is sufficiently well versed in English. It is hoped that as more second and third generation Asian/Pacific Americans are introduced to the library community, the situation will improve and the language factor will be eliminated in the hiring practices (Table 5 shows the distribution of managerial positions by type of libraries.)

The rest of the subjects had a wide range of responsibilities including other managerial positions. Notably,ten librarians were in technical services while eight were in charge of Oriental Divisions. Therefore, it seems to be that aside from managerial positions, the two areas mentioned above seem to be predominant positions available for Asian librarians. Two factors seem to be responsible for this phenomenon. Technical services require technical skills and organizational abilities and the Oriental divisions require language and cultural backgrounds. Not surprisingly, all four reference librarians were born in this country.

The distribution of other positions is shown on Table 6.

There were nine library school faculty members. Those who held faculty rank from academic libraries granting faculty rank to librarians did not always provide the data. Due to this lack of sufficient data, only library school faculty members were included in the frequency distribution on Table 7. Among four professors, there were a dean and an associate dean of library schools. In addition, one was a chairman of non-library science department.

There were twenty-six librarians who received various fellowships, awards and memberships of honorary fraternity societies (Table 8).

Publications are largely on library science and services. There were seventy-two books and one hundred and one journal articles.

Table 5. Distribution of Managerial Positions by Type of Library

Library	Director	Asst.Dir.	Manager	Head, Tech. Services	Head, Cataloging	Total
Academic	13	5	2	5	8	33
Special	8	2	1		1	12
Public	1			4	1	6
School	2					2
Government	2				1	3
T O T A L	26	7	3	9	11	56

Table 6. Distribution of Other Positions

Position	Number
Acquisitions Librarian	2
Automated Processing Head	1
Cataloger	8
Coordinator of Public Services	1
Documents Librarian	2
Interlibrary Loan Librarian	1
Law Librarian	1
Library Building Consultant	1
Oriental Division Head	8
Periodicals Librarian	5
Reference Librarian	4
T O T A L	34

Table 7. Distribution of Library School Faculty

Rank	Number
Professor	4
Associate Professor	3
Assistant Professor	2
T O T A L	9

Table 8. Distribution of Honors, Awards, and Memberships

Category	Number
Beta Phi Mu	12
Council on Library Resources Fellowship	2
Delta Mu Delta	1
Fulbright Research Fellowship	2
Kappa Delta Phi	1
Phi Alpha Theta	2
Phi Beta Mu	1
Phi Delta Kappa	3
Phi Kappa Phi	1
Tri Sigma	1
T O T A L	26

CONCLUSION

In 1977, E.J. Josey and Kenneth E. Peeples described the plight of minority librarians as follows (5):

> "The failure to provide equal job opportunities for minorities is the chief cause of their low position in the economic system. Although the library profession has paid lip service to the recruitment of minorities, there has been no real commitment. Moreover, the relatively small number of minority librarians who are in the profession have not achieved upward mobility largely because of discriminatory policies."

This year 1984, seven years later when these comments were made, how much progress has been made by the library community in dealing with minority groups and whether Messrs. Josey and Peeples have changed their opinions are not clear. I would like to believe that progress has been made and that the majority of the library community are warmly welcoming librarians of minority background. It might be very well that black American librarians have made greater progress than Asian Pacific American librarians because of the civil rights movements in the country and due to their large number as recognition factor. It is hoped that these findings will shed a little light on this subject. It is intended to provide an open dialogue among the members of APALA. No amount of study can sway individual APALA members who have formed opinions firmly based on their personal experiences. Perhaps, this forum is the most appropriate one to confirm the state of affairs and explore the subject.

In view of the small percentage of the Asian Americans in this country, the sample of one hundred from twelve thousand entries might look good in terms of their status and achievements. However, this does not tell the whole story. The ratio of Asian librarians to their entire ethnic population is likely to be much higher than that of the majority background. Therefore, this subject should be continuously monitored and explored for accurate assessment.

We all know a democratic society can survive only when its members subscribe to the doctrine of fairness and equality in words and deeds. As librarians deal with knowledge, facts and truth, it is imperative that the library community must provide maximum opportunities for individuals to make contributions to the utmost limits of their talents and skills regardless of their ethnic backgrounds for the betterment of the country and society as a whole. The need for it is far greater for the whole than merely to promote the benefit of minority groups. No amount of progress in library technology is as important as our fundamental philosophy and practice in the library community at large, that are in tune with the principles of a democratic society.

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AN ASSESSMENT OF ASIAN/PACIFIC AMERICAN LIBRARIANS' STATUS AND ACHIEVEMENT: COMMENTS

By

Kanhya L. Kaul

The President Collantes, Distinguished participants in the Seminar and Friends. Thank you for giving me this opportunity of sharing my views with you on the subject of this Seminar. My assignment is to comment on the paper by Ms. Minja P. Lee, An Assessment of Asian Librarians' Status and Achievements, which you have heard just now. Having done that, I shall place before you some other comments relevant to the subject.

Let us first thank Ms. Minja P. Lee for the intelligent and hard work she has put in to come up with an assessment of Asian / Pacific librarians - their status and achievements. As she told us, she has used Who's Who in Library and Information Services, 1982, to derive the sample of her study. Those of you who have had an occasion to use this biographical directory, will readily agree with me that it is a very irksome task to go through its pages to select relevant entries for analysis and synthesis of the information which she has presented in her paper.

There are approximately 12,000 names listed in this directory though the compilers had sent out the initial questionnaire to about 30,000 librarians and information specialists. The editors were highly selective in their inclusion of the respondents. The criteria used to screen the candidates were very high, like active participation in professional organizations, ranking and position in their respective institutions, and publications record, etc. In a sense, the 12,000 librarians included in the directory have, as we may say it, "made it" as professional librarians and information specialists. Therefore, a sample of Asian / Pacific librarians derived from this directory has rightly led to rosy and happy conclusions which Lee has presented in her paper. We are, indeed, delighted to learn of the"success story"of the one hundred Asian / Pacific American professional colleagues who form her total sample. It is good for our collective pride and morale to know that we have some of our own to look up to as role models to follow to higher success and professional achievement. The study which Lee has presented gives us sufficient basis to feel inspired and to continue the good work we are doing.

However, we need to conduct some broad based studies to continue the work which Lee has begun with her paper. She herself has cautioned us and highlighted the need for more studies. Not only do we need to ask of many more Asian / Pacific American librarians not listed in the directory, as to how they are doing, but also as to how they feel they are being recognized and rewarded in their places of work. The survey, if taken up, has to be both extensive and intensive. Then only we can develop and depict a clearer and a more accurate profile of Asian / Pacific American librarians. Then only

we can claim that most of us have feelings of achievement and fulfillment. There are some other indicators to point to the need for a broad based survey. To quote from the "Message from the President" as published in this month's APALA Newsletter (June 1984):

> "Issue of Concern. One member raised her concern about disparity in salaries between librarians working in European and Asian languages. She said that generally, Asian librarians using their native language in their work (cataloging for instance), receive less pay than other librarians using European languages."

This is a serious issue if the practice is widespread. If it actually is, it means that our qualifications are not fairly rewarded, relatively speaking. It may mean, whereas we are making a meaningful and useful contribution on our part, we are not rewarded equally as our counterparts from Europe.This is obviously a matter which according to its Purpose (Article II of the Constitution),the APALA has an obligation to investigate and then to initiate such positive steps as would remedy the situation. Remember, a majority of Asian / Pacific American librarians in this country work in Technical Services especially in academic libraries. Hence, the need to study further the basis for this concern. Our broad based survey may highlight some other concerns which the APALA as our professional organization may have to investigate and study.

Coming back to Lee's paper, not withstanding the inherent limitations in her sample, I endorse her "happy picture" of us based on my perusal of the latest ARL Salary Survey, 1983. During the FY 1983, the Survey shows that out of 6,251 ARL librarians,649 were from all ethnic minorities, out of whom as many as 347 were of Asian / Pacific origin or over 53.5%. Compared to our total population in relation to other minorities in the country, we are well represented in the ARL's over-all employment picture of minorities which includes Blacks, Hispanics, Native Alaskans and American Indians. It does not, however, mean that ARL libraries should not be doing much more than what they are doing at present, to increase further the number of minority librarians in their employ. Again, according to the Survey, out of 649 minority librarians, over 50 % are in administrative or senior professional ranks. I am inclined to think that we have a good representation in that group also. I say this in view of Lee's sample in which 56 % of the librarians were found to be holding managerial positions. Also, I am encouraged to say this even from my own personal knowledge of the admin - istration or academic professional ranks which many of you in this audience hold in your libraries.

To sum up my comments, the present indicators though limited and inadequate for drawing general and reliable conclusions, do suggest that the Asian / Pacific American librarians are giving a good account of themselves. Their contributions are well received and also fairly rewarded by the institutions they work for. There

is indeed a lot to be gained by following the advice which Ms. Asha Capoor has given us in her presentation here. Self-analysis to improve our image, confidence and positive attitudes will help us all in achieving greater success and acceptance, no matter what our job is. Yes, we should broaden our interests and participation to help others to know us and understand us better. We have come from far away cultures. Our colleagues are not familiar with our traditions. It is our responsibility to help them understand us. They may not give us recognition for our accomplishments at first. We have to be one better, definitely better than the average. If we have to work harder to earn recognition, so be it. Let us rejoice the fact that we have plenty of opportunities to improve our prospects here than perhaps some of us had in our old countries. Let us preserve the good personal qualities we have brought with us from our old cultures. We do not need to sacrifice them to achieve so called success. We do want to achieve but retain at the same time our piece of mind and happiness.

In the end, I join other speakers in emphasizing the need to conduct a broad based survey of our constituents. In my view, the APALA should make a concerted effort in this direction. This is a worthwhile activity for the new officers of APALA to undertake.

ASIAN/PACIFIC AMERICAN LIBRARIANS: AN AMERICAN PERSPECTIVE

By

Bernard Kreissman

Good afternoon colleagues. I am delighted to have the opportunity to share with you my views on this major topic of concern. Before I begin my formal statement, however, I must tell you that one of my professional associates is called upon frequently to act as a panel member before library audiences. Before she accepts any such appointment, she always asks as to her place on the program. If it is the last speaking slot of the schedule, she will occasionally decline the invitation on the basis that the last speaker on a discrete topic will almost inevitably duplicate earlier findings and views. I find myself in that situation this afternoon and, consequently, I will attempt to modify my talk on-the-fly,concentrating on one or two areas which have not been more fully addressed today. If you will show some patience and indulge my occasional silences as I skip pages throughout my paper, you will be rewarded with a briefer talk than was originally planned.

However, for the sake of emphasis I should like to repeat one element of the discussions which you have previously heard -- the need for greater visibility of Asian / Pacific American librarians. Prior to the composition of this paper I requested a computer search of the library literature related to all Asian librarians . The search discovered a considerable volume of material on Asian studies programs and East Asian libraries and materials but relatively little on Asian / Pacific American or East Asian librarians. The import of those search results is self evident -- greater efforts must be made if the community of Asian librarians and the unique and major activities in which you have been engaged, and the outstanding contributions to the profession which you have made, are to receive the full and just recognition within the profession and society that they so strongly merit. As I noted before I am very pleased to be here with you today, but right at the outset I must indicate that there are several overriding difficulties with my assignment.

1) I do not regard my view as differently American than your view. Even if for the sake of form we categorize the talks today as Asian perspectives and American perspectives- there are probably as many American perspectives as there are Americans who have given the topic any consideration at all. Therefore, let us rather say it is an administrative perspective and a single administrative perspective. I have not polled any of my fellow administrators to determine if their views match my perspective, though I would venture to guess that a significant number might agree with me.Nonetheless, for the purpose of this presentation it must be regarded as a personal administrative perspective.

2) In discussing ethnic issues one must always be aware of

the racial and racist overtones that could invade any such discussion. Even if very positively stated, any remark such as all Etruscans are intelligent, bears within it a racist view of people and I have never been an individual of such views. It is very true that for affirmative action goals we do look at ethnic groups, but it is also very true that within my personal experience,once hired, any member of a minority group is evaluated as an individual with the same responsibilities and the same standards of performance as any other individual -- regardless of race.

3) In trying to talk of people in groups, such as Asian / Pacific Americans, one is led almost inevitably to talk in generalizations, and generalizations almost never hold true for specific situations. More strongly I suspect that it would be even less true for the group before me, because by your very presence here I suspect that what may presumably hold for many other Asian/Pacific American librarians would not hold true for the already successful library practitioners here today. In other words I believe that I am talking to a highly select group who have made their mark and would defy any generalization.

4) Administrative statements such as might be expected for an address such as mine if they include recommendations for action may be regarded as condescending or at best paternalistic. Once again I can only assure you that my social perspective is directly antithetical to any such view of life.

5) Finally, in the time allotted one can not make comprehensive statements, but must rather rely on brief comments in a selected few areas and such statements may be construed as ignorant or lacking in understanding. In view of the previous papers I will concentrate almost solely on a consideration of stereotypes.

Having made those apologies let me give you some background -- very briefly.

Davis is a University of 18,000 students in which the greatest single minority is Asian. Twenty percent (20%)of our domestic students and almost twenty-five (25%) percent of our foreign students are Asian.

Davis is the University of California campus with the third largest enrollment, second largest in budget and the largest in sheer acreage. Our book budget is over three million dollars ($3,000,000) annually with a library budget of more than ten million dollars. So much for background.

What do I as an administrator see as advantages for Asian / Pacific American librarians. The first and most obvious are language specialties. About three decades or more ago the American academic scene lifted the blindfolds which restricted our world view to American and European cultures. We recognized that wemust

include all of the world if our perspectives were not to be faulty by too limited a sense of the values of humanity. Thus, not only Asian American studies, but also Afro American, Latin and Hispano American, Native American and the many subgroups within those broader categories were finally given academic attention. And that ethnic recognition does not even mention our ever increasing sensitivity to the long neglected role of women in all societies.

Along with those views came a need not only for the experts in specialized fields such as Oriental Art and Japanese History, but the need for librarians skilled in those various languages. That need will continue and grow as the disciplines in academies grow. At the public library level, language and subject specialties are a vital need in order to serve ethnic communities by sensitive, aware, native speaking librarians provided with the written materials of other countries. That requirement is becoming an increasingly more important element in our profession.

Along with language, of course goes specific subject disciplines such as those I have already mentioned which develop as a resultant of native education or ethnic cultural interest. Thus, the need for specialists in collection development, cataloging and service in vernacular and subject materials.

In a study in 1981 by Warrick Hwa-ruey Chin and Dorothy M. Shields, on the self-perceptions of East Asian Studies librarians and of faculty perceptions of those librarians - native language competency was the single most highly regarded competency (1).

Now with the advent of computerized cataloging of Chinese, Japanese and Korean - C.J.K. - that particular competence becomes even more important.

But like many such advantages, language and specific subject competence have one serious disadvantage -- the potential threat of stereotyping Asian/Pacific American librarians to a restricted sphere of endeavor, specifically language and discipline associated activities.

There is a second stereotype which is equally restrictive. The tendency of Asian/Pacific American librarians to move into technical services areas of librarianship as opposed to public services. While this is a commonplace of library observation it is affirmed by the 1981 study I mentioned in which more than 55% of the librarians in East Asian studies saw themselves as engaged in technical services operations as against less than 7% who claimed public service as their predominant responsibility.

My conclusion as to those perceptions returns to that same study, in which the capability to use English language effectively took only fourth place out of six attributes for success as a librarian. English language competency came after East Asian lan-

guage capability, industriousness, and mastery of library science techniques. Remember that study applied only to East Asian studies librarians and while it may be somewhat appropriate for that particular group,I do not believe it is all appropriate for the larger community of Asian librarians and will only lead to the stereotyping for the larger group, the general librarians.

My sense here, and it applies to every librarian: the white American youngster just getting out of library school, to the black librarian, to Asian / Pacific American librarian; nothing is more important in moving out of positions basically associated with native language competency than skill both verbal and written in the English language.

I know how hard that task is. Frankly were I in that position today, I doubt that I could attain a sufficient degree of fluency in a foreign language. Nonetheless, I believe that English language fluency is the single most important element for those who wish to enter general librarianship management and administration.

Just two more notes on breaking the stereotype. I know how comforting it is to stay with family and friends or to stay with a strong subject interest. However, one should be aware of the consequences. Let me illustrate by reference to a non-ethnic but similar situation. During my tenure as Chief Librarian at City College, I was the advisor to pre-library school students. Many music major undergraduates sought my advice regarding music librarianship. I always responded positively, but I cautioned them that service in a highly specialized area of librarianship might tend to restrict mobility to management and administration of libraries. I added, however, that since one had but one life to lead and that life should be as satisfying and happy as possible, one must make a decision with the long-range career prospect in mind. In their future, what element would provide for the greatest personal satisfaction and happiness - service within a congenial field or one with a probable greater potential for upward mobility.

I realize that the situation I am describing is not strictly a stereotype. Nonetheless, one has to make a choice - stay in one place - stay with one subject, but with the full recognition that you are probably restricting your opportunities. If that is what you want, enjoy your life.

Finally, and very briefly, let me comment on computers. Whatever are the cultural backgrounds of Asian /Pacific Americans, certainly they have taken to engineering and mathematical sciences. Computers are part of that environment, and I believe firmly,and my belief is shared by most administrators,that computers are the wave of the library future for the generalist and also for every specialized area of librarianship. That view is also reinforced by the Final Report of the Joint Advisory Committee to the East Asian Library Program, "Automation Cooperation and Scholarship:East Asian

Libraries in the 1980's,"published by the American Council of Learned Societies in 1981.

For many of you assembled here today that particular emphasis applies to people engaged in activities which you now dub C. J. K. However, remember my caution. For those of you who want to move into general librarianship, computer competency is one clear road to that goal. For those of you emgaged in C. J. K. who want to move, utilize your specialized skills to move into the larger fields of computer related activities.

To conclude, why is this particularly important to you. From the Librarians Affirmative Action Handbook of 1983 (2), we discover that Asian / Pacific American librarians are the only minority individuals who have a larger percentage of representation in the library profession than the percentage of Asian Americans in the general population. You have chosen librarianship as a profession and a way of life in greater proportionate numbers than any other group. Consequently, as a group you have the most to gain by breaking the stereotype. And so I will end with a racial, not a racist remark. I and all administrators know that the library profession has been enormously enriched by your participation. Thank you.

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Music (Philippines) Nabasag ang Banga	SAMLAHI RONDALLA PLAYERS EDUARDO P. DE LEON, Director
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Hanagasa Ondo (Japanese) A Ballad of Flower Hats	HATSUTO HANKINS
Tahitian	ROSE
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